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# Title IX Committee Meeting Notes

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Date: August 22, 2018

Time: 1:30pm

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## I. Recap/Recent Events

- a. Welcome & Introductions
- b. Attendees: Precious Gunter, Emily Nanna, Tony Barringer, Nairruti Jani, Lisa Jones, Kathleen Nagle-Roides, Thelma Sanchez, Monique McKay, Tiffany Sukys, Michele Yovanovich, Ashton Hartley, Kathy Peterson, Sandy Zablackas
- c. Share with the Group
  - i. Thelma Sanchez from Student Government shared that they will be having a drive for donations for a shelter in Naples. She will be sending a flyer.
- d. Equity Report Highlights
  - i. Enrollment
    1. Fall 2016
      - a. 8389 Female (57%) 6432 male (43%)
  - ii. Athletics
    1. 15 sports – 9 female, 6 male
      - a. 151 female (56%) 114 male (42%)
  - iii. Employment
    1. 461 non-tenure earing faculty
      - a. 210 female (46%) 251 male (54%)
    2. 1371 total employees – 791 female, (57%) 580 male (43%)
      - a. 298 minorities – (Self-Identified non-white)
- e. Affirmative Action Plan – (all employees)
  - i. Goals Achieved
    1. Female Associate Professors
    2. Minorities Skilled Crafts
  - ii. Goals Not Achieved

1. Female Assistant Professors
  2. Female Professors
  3. Veterans – (need to increase recruitment events)
- iii. Will need to be approved by BOT
- f. OIEC Fiscal Year Final Numbers
- i. 192 cases
  - ii. 74 contact & resources but did not want to proceed
  - iii. 25 investigations
  - iv. 35 resolutions
  - v. 160 student cases
  - vi. 132 Title IX cases – student vs student
  - vii. Title VII/XI = cases involving students and employees
- g. Diversity & Inclusion Certificate Program
- i. seeking programs on gender issues, women’s rights, etc.  
Contact Katherine if you are interested in presenting
  - ii. Dr. Jani Volunteered to create a presentation

## **II. Student Training/Programs**

- a. Orientation
- b. Student Groups: RAs, FSL, SGA, SSS, Peers Care, Athletics, RSO’s,
- c. Fraternities and Sororities – earn credit for events of topics  
“Standard of Excellence” program.

## **III. Employee Training/Programs**

- a. New Employee Sexual Harassment Awareness and Prevention –  
(includes OPS) – first 60 days
  - i. August 29 at 12noon
  - ii. September 3 at 2:00pm
  - iii. September 26 at 10:30am
  - iv. October 8 at 12noon
- b. Faculty Retreats
- c. Performance Evaluation Training added
- d. Athletics

## **IV. Domestic Violence Awareness Month Programming Ideas**

- a. Maria Calzone – October
- b. Naples Shelter does presentations
- c. Tabling

**V. Subcommittees –**

- a. Precious will randomly assign subcommittees to 19 members and send out the list by email. Subcommittees should have met by next meeting and assigned a Chair.
  - i. **Student Outreach**- the Student Outreach Committee is tasked with finding new ways to reach out to students about Title IX. This committee is expected to create and facilitate with one event per semester to increase student outreach.
  - ii. **Climate Survey**- the Climate Survey Committee is tasked with creating and facilitating an annual climate survey around Title IX topics.
    - 1. Completed 3 years ago, time to do this again.
  - iii. **Updates**- the Updates Committee is tasked with keeping members of the Title IX Committee abreast of Title IX articles, other university, and court decisions. The Committee is tasked with creating a standard communication method for these updates.

**VI. Tasks for Next Meeting**

- a. Ideas?
- b. Dr. Jani, Dept of Social Work, planning event in November

**VII. Next Meeting – October 24, 2018 at 1:30 pm**

**VIII. Meeting ended 2:05. Notes taken by Sandy Zablackas**